

BENCHMARK INSTITUTIONS' FACULTY SALARIES, 1999-2000

**Agenda Item G-4
May 22, 2000**

The benchmark institutions approved by the Council in 1999 have been used to analyze 1999-2000 faculty salaries. The faculty salary data used in this analysis were reported by the institutions in the American Association of University Professors' (AAUP) annual salary survey. Not all of the benchmark institutions participate in the survey – "NA" is used on the tables to indicate these institutions. Data on the attached tables have been sorted based on the all ranks average salaries.

Traditionally the AAUP survey focuses on four-year colleges and universities. While some two-year institutions do participate in the survey, many do not. Because of the low number of two-year institutions that participate in the survey, our analysis does not include the Kentucky Community and Technical College System and Lexington Community College.

The data show that only Eastern Kentucky University's all ranks average salaries are above the median for its benchmark group. A summary table follows.

ALL RANKS AVERAGE SALARY

	<u>Rank</u>	<u>\$ Below Median</u>
UK	20 of 20	5,550
UofL	14 of 16	6,350
EKU	6 of 18	*
KSU	14 of 20	6,050
Morehead	20 of 20	7,150
Murray	18 of 19	3,500
NKU	19 of 19	11,300
WKU	14 of 19	1,200

* The EKU all ranks average salary is \$2,400 above the median.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
UNIVERSITY OF KENTUCKY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
University of California - Los Angeles	85.4	106.1	67.4	58.3	--
University of Virginia	78.0	101.2	68.9	53.7	41.2
University of North Carolina - Chapel Hill	75.3	93.8	67.4	55.2	58.1
University of Michigan - Ann Arbor	75.0	100.9	71.8	57.7	50.2
University of Minnesota - Twin Cities	74.9	89.5	63.9	53.6	45.6
University of Illinois - Urbana-Champaign	74.6	91.6	63.4	54.1	--
University of Wisconsin - Madison	74.0	84.5	64.8	55.4	43.7
University of Iowa	71.3	89.6	60.8	52.7	42.2
Ohio State University - Main Campus	70.1	88.8	61.1	51.0	44.3
University of Maryland - College Park	68.1	88.8	63.5	57.5	43.3
University of Texas - Austin	67.8	89.4	58.2	54.2	39.7
Purdue University - Main Campus	67.8	86.9	60.1	51.4	28.5
University of Arizona	67.5	81.9	57.2	49.8	--
University of Georgia	66.8	82.8	58.9	50.2	35.7
University of Washington - Seattle	65.3	80.6	58.4	51.4	34.9
North Carolina State University	64.8	85.3	62.2	53.9	38.8
University of Florida	64.2	76.9	56.9	49.9	--
Texas A&M	63.3	80.5	57.9	50.0	--
Pennsylvania State University - Main Campus	63.2	89.9	60.4	50.2	34.2
University of Kentucky	62.4	76.5	57.1	46.8	--
Rank*	20 of 20	20 of 20	19 of 20	20 of 20	NA

Source: AAUP data.

* UK's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
UNIVERSITY OF LOUISVILLE BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Temple University	73.2	92.5	68.8	46.8	43.0
State University of New York - Buffalo	68.3	88.8	63.8	50.5	31.9
University of Illinois - Chicago	67.3	84.5	62.3	51.8	41.9
State University of New York - Stony Brook	66.8	88.0	62.8	49.8	39.2
Virginia Commonwealth University	66.3	84.9	66.7	52.1	36.2
University of Nevada - Reno	65.7	84.3	60.9	49.3	--
University of Pittsburgh - Main Campus	64.4	85.9	60.6	50.8	39.4
University of Cincinnati - Main Campus	63.7	78.1	57.7	46.8	36.4
Wayne State University	63.0	84.3	63.6	49.9	45.6
University of South Carolina - Columbia	62.5	79.3	58.5	48.8	36.6
University of Missouri - Columbia	62.3	79.0	59.3	47.7	37.2
University of Missouri - Kansas City	59.3	77.1	56.0	45.1	42.9
Indiana University - Indianapolis	57.2	76.3	57.5	48.3	--
University of Louisville	57.0	70.8	53.6	44.7	36.2
University of Alabama - Birmingham	56.8	75.6	52.0	45.1	31.0
University of South Florida	53.7	70.2	53.2	44.6	33.2
Rank*	14 of 16	14 of 16	13 of 16	14 of 16	11 of 13

Source: AAUP data.

* UofL's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
EASTERN KENTUCKY UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
California State University - Sacramento	65.7	72.6	56.5	45.8	38.5
California State University - Fresno	63.8	73.0	58.8	45.8	38.0
West Chester University of Pennsylvania	63.5	78.1	64.4	49.2	42.4
Youngstown State University	55.3	66.8	52.5	42.8	33.4
Grand Valley University	54.0	69.3	56.4	43.9	38.0
Eastern Kentucky University	53.1	65.4	54.6	43.4	31.8
Illinois State University	51.1	66.5	51.9	43.4	31.8
East Carolina University	50.9	68.9	54.4	46.1	39.2
Central Missouri State University	50.9	61.6	52.1	43.4	31.6
Southern Illinois University-Edwardsville	50.5	63.7	54.2	43.9	32.2
Ball State University	50.0	67.1	52.4	40.2	29.7
University of Wisconsin - Oshkosh	49.5	63.0	50.9	44.9	--
Western Illinois University	49.1	61.5	50.2	40.5	29.3
East Tennessee State University	46.9	59.5	48.1	40.1	32.3
Marshall University	46.4	56.3	46.2	36.7	26.8
Eastern Illinois University	45.4	57.1	48.3	38.2	25.7
Lamar University - Beaumont	43.1	54.9	45.0	38.9	34.4
Northeast Louisiana University	41.1	54.5	45.5	38.6	29.2
Indiana State University	NA	NA	NA	NA	NA
University of Arkansas - Little Rock	NA	NA	NA	NA	NA
Rank*	6 of 18	9 of 18	5 of 18	10 of 18	11 of 17

Source: AAUP data.

NA - Institution did not participate in AAUP survey.

* EKU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
KENTUCKY STATE UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
California State University - Bakersfield	59.3	72.0	57.9	46.4	35.3
North Carolina Central University	55.4	73.5	55.8	47.2	--
Northern Michigan University	55.1	68.5	52.9	40.7	37.5
North Carolina A&T	54.0	63.7	56.6	49.3	37.4
Delaware State University	53.9	67.9	54.4	46.3	39.4
University of North Carolina-Pembroke	52.4	70.3	53.3	43.6	--
Morgan State University	51.7	74.2	57.1	48.6	41.4
Albany State University	51.4	64.3	52.9	44.7	35.5
Fayetteville State University	51.2	66.6	53.4	48.1	--
Savannah State University	50.3	60.0	49.2	42.2	36.2
Virginia State University	50.0	59.6	53.0	45.3	35.6
Jackson State University	46.5	57.6	52.3	43.2	32.8
South Carolina State University	44.7	53.3	47.8	40.3	32.1
Kentucky State University	44.1	53.3	45.0	39.9	31.1
Southern Arkansas University - Main Campus	43.6	56.3	45.4	39.0	32.6
Langston University	43.3	49.9	49.3	41.6	39.4
Southeastern Oklahoma State University	41.5	53.6	46.9	39.9	31.9
Lincoln University - Missouri	40.3	52.8	43.2	35.4	29.1
University of Arkansas at Pine Bluff	39.7	49.0	44.9	38.2	30.7
Minot State University	39.4	51.2	42.5	37.5	29.3
Rank*	14 of 20	16 of 20	17 of 20	15 of 20	14 of 17

Source: IPEDS and AAUP data.

NA - Institution did not participate in AAUP survey.

* KSU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

**1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
MOREHEAD STATE UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)**

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
California University of Pennsylvania	64.7	78.1	62.3	50.0	33.7
Millersville University of Pennsylvania	63.6	78.9	63.0	47.0	--
West Chester University of Pennsylvania	63.5	78.1	64.4	49.2	42.4
Bloomsburg University of Pennsylvania	63.4	77.8	63.2	48.6	--
Slippery Rock University of Pennsylvania	62.1	78.8	62.8	50.6	39.7
Rowan University - New Jersey	60.6	79.5	63.0	49.2	35.1
Clarion University of Pennsylvania	60.5	78.9	62.7	46.9	34.5
Northern Michigan University	55.1	68.5	52.9	40.7	37.5
State University of New York at Brockport	52.7	69.3	57.9	44.1	--
Western Carolina University	51.4	65.3	52.9	45.0	--
Central Missouri State University	50.9	61.6	52.1	43.4	31.6
Valdosta State University	50.8	64.8	52.7	43.8	34.4
State University of New York at Oswego	49.6	60.7	50.1	39.7	--
Pittsburg State University - Kansas	49.2	57.6	49.4	39.8	35.6
Southeast Missouri State University	48.9	61.1	50.1	40.6	32.5
State University of New York at Plattsburgh	47.6	58.7	48.4	39.3	--
University of Nebraska at Kearney	46.9	59.7	50.4	40.4	40.8
Jacksonville State University - Alabama	45.8	56.8	45.6	40.0	35.8
Northeastern State University - Oklahoma	45.6	54.8	46.6	42.0	36.6
Morehead State University	44.0	59.6	45.6	40.5	27.5
Rank*	20 of 20	16 of 20	20 of 20	15 of 20	14 of 14

Source: AAUP data.

NA - Institution did not participate in AAUP survey.

* MoSU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
MURRAY STATE UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
California University of Pennsylvania	64.7	78.1	62.3	50.0	33.7
West Chester University of Pennsylvania	63.5	78.1	64.4	49.2	42.4
Shippensburg University of Pennsylvania	62.6	79.2	62.5	48.2	36.5
Slippery Rock University of Pennsylvania	62.1	78.8	62.8	50.6	39.7
Indiana University of Pennsylvania	61.8	78.4	62.7	48.3	36.0
Wright State University	54.6	73.8	54.6	45.4	32.3
Florida A&M University	53.9	66.8	55.5	47.9	35.6
University of North Carolina - Greensboro	52.4	75.7	54.8	44.2	--
Western Carolina University	51.4	65.3	52.9	45.0	--
Central Missouri State University	50.9	61.6	52.1	43.4	31.6
Southern Illinois University - Edwardsville	50.5	63.7	54.2	43.9	32.2
Tennessee Tech University	49.5	60.8	45.8	39.3	29.6
Western Illinois University	49.1	61.5	50.2	40.5	29.3
Southeast Missouri State University	48.9	61.1	50.1	40.6	32.5
University of Tennessee - Chattanooga	48.4	59.2	46.9	41.0	28.9
University of West Florida	48.2	62.4	51.1	41.6	34.3
SUNY College - Plattsburgh	47.6	58.7	48.4	39.3	--
Murray State University	47.4	60.8	50.1	41.4	--
East Tennessee State University	46.9	59.5	48.1	40.1	32.3
Indiana State University	NA	NA	NA	NA	NA
Rank*	18 of 19	16 of 19	15 of 19	13 of 19	NA

Source: AAUP data.

NA - Institution did not participate in AAUP survey.

* MuSU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
NORTHERN KENTUCKY UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
California State University - Hayward	65.2	73.4	60.6	47.7	37.9
University of Massachusetts - Boston	64.7	78.2	63.9	51.8	--
West Chester University of Pennsylvania	63.5	78.1	64.4	49.2	42.4
Kean University - New Jersey	63.3	76.7	61.8	49.1	33.3
Oakland University - Michigan	61.1	73.2	58.6	48.7	50.8
California State University - San Bernadino	61.0	72.5	57.6	46.8	36.8
Rowan University - New Jersey	60.6	79.5	63.0	49.2	35.1
University of Nevada - Las Vegas	60.5	81.5	61.5	47.4	--
Central Connecticut State University	58.8	74.9	55.6	44.6	40.5
Portland State University	56.4	64.5	49.9	43.7	36.0
Youngstown State University	55.3	66.8	52.5	42.8	33.4
University of North Carolina - Charlotte	54.9	73.6	55.3	46.1	--
State University of New York at Brockport	52.7	69.3	57.9	44.1	--
Wichita State University	51.2	66.2	51.4	45.1	35.0
University of Wisconsin - Oshkosh	49.5	63.0	50.9	44.9	--
University of Central Oklahoma	49.0	57.4	50.3	44.7	37.1
Boise State University	48.4	56.8	48.6	41.6	--
Salem State University	46.8	54.8	46.1	40.1	31.0
Northern Kentucky University	45.1	63.9	46.8	40.8	34.7
University of Arkansas - Little Rock	NA	NA	NA	NA	NA
Rank*	19 of 19	15 of 19	18 of 19	18 of 19	10 of 13

Source: AAUP data.

NA - Institution did not participate in AAUP survey.

* NKU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.

1999-2000 FACULTY SALARIES BY RANK - AAUP SURVEY
WESTERN KENTUCKY UNIVERSITY BENCHMARK INSTITUTIONS
(\$ in thousands)

<u>Institution</u>	<u>All Ranks</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
West Chester University of Pennsylvania	63.5	78.1	64.4	49.2	42.4
Indiana University of Pennsylvania	61.8	78.4	62.7	48.3	36.0
Appalachian State University	52.7	64.4	52.7	43.6	--
Minnesota State University - Mankato	52.7	61.5	53.2	42.9	30.6
University of North Carolina at Greensboro	52.4	75.7	54.8	44.2	--
University of Northern Iowa	52.2	70.0	53.8	44.8	36.9
Eastern Michigan University	52.0	65.5	50.7	43.2	41.9
Illinois State University	51.1	66.5	51.9	43.4	31.8
University of South Alabama	51.0	68.6	51.5	45.4	33.9
East Carolina University	50.9	68.9	54.4	46.1	39.2
Central Missouri State University	50.9	61.6	52.1	43.4	31.6
Southern Illinois University - Edwardsville	50.5	63.7	54.2	43.9	32.2
Ball State University	50.0	67.1	52.4	40.2	29.7
Western Kentucky University	49.7	63.1	49.8	41.8	32.7
Western Illinois University	49.1	61.5	50.2	40.5	29.3
Southeast Missouri State University	48.9	61.1	50.1	40.6	32.5
East Tennessee State University	46.9	59.5	48.1	40.1	32.3
Marshall University	46.4	56.3	46.2	36.7	26.8
Eastern Illinois University	45.4	57.1	48.3	38.2	25.7
Indiana State University	NA	NA	NA	NA	NA
Rank*	14 of 19	12 of 19	16 of 19	13 of 19	7 of 17

Source: AAUP data.

NA - Institution did not participate in AAUP survey.

* WKU's rank among the institutions participating in the AAUP survey and reporting data in the category.

-- No faculty reported in this category.